

A regular meeting of Board of Fire Engineers was held May 23, 2005; meeting called to order at 7:05 p.m. In attendance: Chief Al Galinelli, Brian Remy, Raymond Johnson, Robert Miner, Norman Blank, Jon Ulmschneider, Steve Asselin, & Carolyn O'Brien. Also: Scott Little, David Rebocho, Robert Sylvia, Phil Vieira, Matthew Primiano, & Ben Butterworth.

ID badges & town council certificates distributed.

Minutes from previous meeting read. Norman Blank - motion to accept as submitted. Brian Remy seconded; approved unanimously.

Correspondence: Chief distributed copies of issues on ballot for May 31st voting.

Disciplinary Actions: David Rebocho & Robert Sylvia notified to attend meeting for possible disciplinary action. Under Title 42 State Affairs & Government, Chpt. 42-46 Open Meeting, Sec. 42-46-5, both elected to be heard in open meeting. Copies of letters of complaint distributed to Board.

Dave Rebocho on duty tonight; heard first. Chief questioned if he read complaint; he had. Dave also said he spoke with Lt. Sanderson-Roderick & took full responsibility for condition of truck. She informed him she did not hold Matthew Primiano & Ann Primiano responsible; however, Chief stated all crew members somewhat

responsible for truck's condition. They will receive letter of reminder from Chief & Board. Chief stated he will leave decision to duty crew whether truck back in service at hospital or when back in town; he prefers hospital. Chief feels common sense should determine. Chief stated he has no idea if Dave has problem with chain of command or professionalism; asked Steve Asselin if any previous indication of these addressed to him as captain. Capt. Asselin said Dave never disrespectful to him, and always done as asked. Capt. Asselin said lieutenants had complained at officers' meetings, but he thought situation had been handled. He further stated he had not personally witnessed in disrespect by Dave to lieutenants. Chief told Dave no verbal issues brought up by Lt. would be addressed; he will meet with Dave later about them if necessary. Chief stated if there is EMS problem, he could forward it to state EMS for disposition. Chief advised Dave not to wear Bristol T-shirt on duty crew; proper Warren uniform required; he told Dave he appreciated his time. Dave informed this is verbal warning, but any additional complaints could mean termination. Dave stated in response to statement he missed first duty crew call, he did not go to dinner, but had emergency that Lt. Dennis Roderick was aware of. He further stated he had been put on duty only to cover for another EMT, Omer Letellier. Chief considered this a formal verbal reprimand, stating he felt letter should be put in Dave's file for 90 days; Norman Blank felt 6 mos. Brian Remy said he had problem with fact Lt. Sanderson-Roderick not in attendance. Bob Miner felt Chief's recommendation of 90 days, but allow for change to 6 mos. if follow-up meeting between the officers

and Dave warranted, or there is subsequent insubordination on his part. This presented as motion, seconded by Raymond Johnson, & unanimously approved. If term not extended, letter to be removed from his file after 90 days. Chief told Dave his attendance showed good faith, and he feels Dave just needs a little direction at times. Chief also stated there is communication problem on rescue side, & will address with Capt. Asselin later. Dave stated he came back to Warren because he missed it; he feels his patient care is fine. Dave stated he thinks he should immediately submit verbal resignation; Brian Remy advised him to think about it first. Chief & Capt. Asselin agreed, especially since this is only thing which has happened & there have been no patient complaints. Captain further stated he wants to know if there are verbal complaints in addition to written. Chief stated he wants "nit-picking" stopped, or he will look into contracting rescue out. He wants rescue officer to immediately address rescue issues, without bringing petty issues to Board. Bob Miner stated if Dave resigns now & changes his mind after leaving, he will need to come before Board to return; Dave withdrew verbal resignation. He is to inform Chief by Thursday if he decides to resign after giving it thought. Chief informed Capt. Asselin to notify rescue Dave not on duty crew before Thursday; Board in full agreement.

Chief apologized to Board for necessity of long meeting; however, there were tough allegation made which needed to be addressed.

Letter concerning Robert Sylvia read. Jon Ulmschneider asked if one

incident; Chief said Lt. feels it is ongoing problem. She feels there is lack of respect & insubordination to rescue officers. Norman Blank questioned what call-jumping is; Chief explained it is when an individual not on duty takes rescue call when duty crew available. Bob said he wanted to clarify call referred to at the Willows. He said he helped bring out stretcher; Melissa Sousa, the driver, stated she didn't know how to get to Miraim Hospital, & asked Bob to go to show her. He told lieutenant why he went. Bob stated to Board if that is a problem, he apologizes. Chief stated in defense of Bob, the lieutenant should have said something to the driver instead. Chief felt this was a BLS call, not ALS; it took three cardiacs out of town unnecessarily. Melissa will receive letter advising her to address future situations of this type to an officer first. On second issue, Bob stated lieutenant went to him about doing report on everyone involved in an MVA even though there were no injuries; he told her he would do one on one of the drivers. She did one on the other driver. He informed her he was doing what state EMS told him about refusals of this type, that only necessary to document rescue responded. Bob stated if treatment and/or transport required, he would document. Chief stated Bob had not been insubordinate since he did complete the refusal report as told by lieutenant.

Chief stated policies & procedures on EMS this department will follow should be ready soon, which will include handling of refusals, etc.

Again, Lt. Sanderson-Roderick did not mention everything in writing,

but Chief stated verbal issues she brought up would be addressed later with her & members in question. Chief put issues discussed out to Board. Norman Blank stated he feels call-jumping not an issue in this case. He also stated he has concern about patient refusals at MVAs; feels a refusal should be done to protect town. Chief stated it should at least be documented patient did not give information or the call was cancelled en route, and common sense used. Normanl stated if rescue already en route he would not cancel, but let it continue to scene. Steve Asselin stated he has been on mutual aid calls where police have detained until rescue arrived. He feels if cancelled en route one report sufficient; but if arrive on scene and more than one patient, refusals should be signed by all. Chief said he feels Bob voiced his opinion (and probably in loud tone)to lieutenant, but she disagreed. Chief asked Board if they feel disciplinary action should be taken. Norman Blank made motion to take none; Robert Miner seconded. Motion unanimously approved, with stipulation from Steve Asselin Bob be reminded officers to be treated with respect. Further, in future Bob to take such problems to Steve, as captain. Chief did state if officer says to the paperwork, it should be done. Bab stated he will apologize to lieutenant if she feels he was disrespectful.

Norman stated in future if any officer files complaint to be brought before Board with member in question, that officer will also be required to attend.

Old Business: . 2005/2006 budget & capital items approved. Chief

meeting on Monday about PlymoVent System for Sta. 5 & extension of one at Sta. 3.

- . Please turn in inventory list, if not already done.
- . Fallen Firefighters Memorial Weekend - Chief wants all attendees to know they must pay one-half their cost.
- . Names of deceased members provided.
- . Four scholarship applications out.
- . Hose tests - some done; rest need to be completed. Will not do Reserve Eng. 1.
- . Veteran's Memorial Parade - need a rescue. Ben DeCastro, Omer Letellier, & Dave Wills to participate. Jon Ulmschneider to ask Dan Miner. Be at headquarters at 0800.

New Business: . Kelly O'Brien submitted letter of resignation; need to get rescue badge back. Jon Ulmschneider made motion to accept with regret; Raymond Johnson seconded; unanimously approved.

. Kevin Laliberte requested add'l 6 mos. leave due to new job as firefighter in Plainville & going to school. Brian Remy - motion to approve; Raymond Johnson seconded; unanimously approved. Steve Asselin to send him letter.

. Clearing hospitals - Chief stated taking too long; need to get out asap & back to town.

. State EMS Inspections - Chief given deficiency forms.

. Updated Emergency Access listing distributed.

. School cookouts - help needed for both, beginning between 0930 & 1000. Hugh Cole, June 10th at pavilion; Mary V. Quirk, June 14th at

Burr's Hill. Rescue & engine needed for both.

Station Reports: . Sta. 5 coming along; they have done great job. Chief wants any extra supplies for headquarters. Cabinet construction beginning this week.

. Headquarters - Ladder & Training Room have mold/mildew. If not corrected, could lead to serious illness.

Training: . Steve Silva paid for his EMT re-cert. Gary Violet & Joy Sousa sent letters the Chief was speaking to town manager about withholding from their pay.

. June 19 & 26 - HazMat class; Chief needs 10-15 to attend. Hopes police & highway will send 5 each. Phil Simmons to be instructor; class approved by State Fire Academy. Give list of names of interested parties to Chief; anyone who wants to take FF I & II will need this class.

. Chief said to include training for firefighter details for special events; Chief will be instructor.

Other: . Chief informed Board fire accounts in red; budget doesn't end until June 30th.

. June 18th - St. Mary's Road Race - need rescue for 0800.

. Seekonk parade & muster, Sun., July 31st. Warren to participate.

. Information about divers need to help locate old cannons at Roger William Park distributed.

. Portuguese Festival - need firefighters for details June 18th, 6:00

p.m.-midnight, and June 19th, noon-6:00 p.m. Chief needs names of anyone interested.

Steve Asselin apologized to Board for letters having been brought to them; letters were addressed to Chief, not captain.

There being no further business to discuss, Jon Ulmschneider made motion to adjourn. Motion seconded by Robert Miner, and unanimously approved. Meeting adjourned at 9:07 p.m.